

# **Exhibit C**



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION  
Birmingham District Office

Ridge Park Place  
1130 22<sup>nd</sup> Street, Suite 2000  
Birmingham, AL 35205  
Intake Information Group: 800-669-4000  
Intake Information Group TTY: 800-669-6820  
Birmingham Status Line: 866-408-8075  
Birmingham Direct Dial: (205) 212-2100  
TTY (205) 212-2112  
FAX (205) 212-2105  
Website: [www.eeoc.gov](http://www.eeoc.gov)

Our Reference:  
Charge No. **420-2017-03023**  
Shawnetta Collins v. Koch Foods

Shawnetta Collins  
C/o Allison P. Smith  
Haynes & Haynes  
1600 Woodmere Drive  
Birmingham, AL 35226

Dear Ms. Smith:

This is to confirm receipt of your email dated October 8, 2017. You provided information that you wanted to be considered in your charge of discrimination. The information you submitted was considered prior to the recommendation for dismissal. The recommendation for dismissal will be made because evidence of record does not substantiate a violation of the statutes that the EEOC enforces.

The additional information submitted on failed to substantiate your client's allegation of discrimination. Therefore, the evidence of record does not suggest a violation of any law enforced by the Commission. A Dismissal and Notice of Rights is enclosed. If you decide to pursue the case in Federal District Court, you must do so within ninety (90) days from the date of your receipt of the Dismissal and Notice of Rights.

If you require additional information, you may contact me by email at [michael.albert@eeoc.gov](mailto:michael.albert@eeoc.gov) or by phone at (205)212-2111.

Sincerely,

NOV 09 2017

Date Mailed

Michael Albert  
Michael Albert  
Federal Investigator

Enclosure